2001

OCCUPATIONAL OUTLOOK

TULARE COUNTY

A Product of:

The California Cooperative

CCSIS

Occupational Information System

Sponsored by:

THE TULARE COUNTY WORKFORCE INVESTMENT BOARD, INC.

Bill DeLain

Chair

Joseph H. Daniel

Administrator

and

THE STATE OF CALIFORNIA EMPLOYMENT DEVELOPMENT DEPARTMENT

http://www.calmis.ca.gov

and

CCOIC (California Occupational Information Coordinating Committee)
http://www.soicc.ca.gov

For Labor Market Information Contact: Jeannie Warren, Job Training Analyst

Tulare County Workforce Investment Board, Inc., 800 367-8742

ACKNOWLEDGEMENTS

On behalf of the Tulare County Workforce Investment Board, Inc., I would like to express my gratitude to all the people who gave their time and expertise to this year's Occupational Outlook Report.

I would like to thank the approximately 300 Tulare County employers who participated. By answering questions on twenty different occupations, these employers made this report possible. A special thanks to the employers who allowed their employees to be photographed for the report.

I also want to thank the State of California LMID staff for their excellent work and constant support.

Sincerely,

James Hamil

Joseph H. Daniel Administrator

Mount Whitney

The eastern steep slope of the High Sierras is world renown for its dramatic vistas. The crest of this "Backbone of California" is undoubtedly Mount Whitney. With its summit elevation of 14,496, it is the highest peak in the U.S. outside of Alaska. Whitney is a shy mountain they say! The fire peaks of the Cascades proudly hold up their snowcapped crowns for all to admire, while Mount Whitney ordinarily may only be viewed from the east over closer and more apparent peaks. From the San Joaquin Valley, it is completely hidden. As a result, Mts. Shasta were known in 1788, Hood and Rainer in 1792. Seventy years later the existence of the highest mountain in the lower forty-nine states was unsuspected.

The Sierra is about 500 miles long, 70 miles wide, and from 7000 to nearly 15,000 feet high. In general views no mark of man is visible on it, nor anything to suggest the richness of the life it cherishes, or the depth and grandeur of its sculpture. None of its magnificent forest crown ridges rises more than much above the general level to publish its wealth. No great valley or lake is seen, or river, or group of well-marked features of any kind, standing out in distinct pictures. Even the

summit-peaks, so clear and high in the sky, Nevertheless, glaciers are still at work in the lakes and meadows shine and bloom beneath canyons to a depth of 2000 to 5000 feet, in which now flow and sing a band of beautiful point of the range near its southern the summit of Mount Whitney only granite, little lower than its own storm-beaten crags segregated by canyons of tremendous depth

The Southern Pieta Indians of the Owens Valley, which is below Mt. Whitney, families subsisted on pinyon nuts and small and traded for acorns or shell beads in the



seem comparatively smooth and featureless, shadows of the peaks, and thousands of them, and the whole range is furrowed with which once flowed majestic glaciers, and in rivers. Mount Whitney, the culminating extremity, lifts its helmet-shaped crest. From is seen. Innumerable peaks and spires but rise in groups like forest-trees, in full view, and ruggedness.

Mono Tribe were long-time residents of the before the White Man arrived. These animals. They cooked in the cool canyons mountain passes. One archaeological site

can still be identified in the Whitney Portal Area. On the south side of Lone Pine Creek, several large boulders converge to form a shelter where Indian artifacts rest in the earth and fire markings scar the granite. It has not been proven that Indians ever scaled Mount Whitney, but a fascinating legend has been handed down that tells how the two needles just to the south of the summit came to be. They are called the "Little Whitneys".

Until the year 1864, the high peaks of the southern portion of the Sierra Nevada were virtually unknown. Mount Whitney was named in honor of Professor Josiah Dwight Whitney, Chief of the California Geological Survey (CGS) done in 1864. Some of the members of this group (notably Clarence King) tried to climb the highest peak in the range several times without success. The first time they tried, King and others climbed Mt. Tyndall, then realized that there were higher peaks a bit further south. They ran out of food and had to go back to the base camp. Two more times, King tried to climb Whitney, but failed, once thinking he'd succeeded since fog obstructed his view of Mount Whitney Before he realized his error, three local fishermen Begole, Lucus and Johnson climbed Mount Whitney and named it Fisherman's Peak. This started up something of a dispute, as the CGS party of 1864 had already named the peak Mount Whitney, after the founder of the CGS. Officially, the first people to climb to the peak of a mountain are supposed to have the right to name it. Since the fishermen spread their name primarily by word of mouth, and the CGS had lot of publications about it, their name eventually stuck.

The parks are accessible from two directions. The easiest road for driving is the northern route, via Highway 180, which leads from Fresno. The southern access route is Highway 198, from Visalia. The extremely steep ascent on the southern highway has many sharp switchbacks. For RV and Trailer owners, it's much easier on the nerves to stick to the northern access road coming and going. For people with cars and pickups, the route down the mountains from Sequoia National Park is a fine adventure!

Sources:www.thesierraweb.com; www.etreking.com;www.perrific.com; www.nps.gov

"Mt Whitney: Mountain Lore From the Whitney Store" by Doug Thompson and Elisabeth Newbold, 1997

Photo of Mt. Whitney by Jeff Cooper Photography.

TULARE COUNTY PROFILE

Located in the center of California, midway between San Francisco and Los Angeles, nestled between the Sierra Nevada and Coastal mountains, in the heart of the San Joaquin Valley, is Tulare County. Because of Tulare County's proximity to two major highways and the interstate, there are over 40 major interstate trucking services in Tulare County, making shipping readily available for local businesses. Tulare County is an ideal location for companies seeking easy access to major markets in the western United States and the Pacific Rim.

In 2000, there was an average of 143,900 people in the Tulare County civlian employment workforce. Of those 10,000 are self-employed individuals, unpaid family workers, household domestic workers and workers on strike. Of the remaining 133,900 workers, 35,500 are agriculturally employed, and 98,200 are employed in the goods and services industries. The industry breakdown is as follows:

Industry	2000
Agricultural/Farm	35,500
Mining & Construction	5,100
Manufacturing	12,400
Transportation & Public Utilities	4,700
Wholesale Trade	4,700
Retail Trade	20,200
Finance, Insurance & Real Estate	3,700
Services	19,800
Government	27,800
Total Employment	133,900

Tulare County also hosts the California Farm Equipment Show and International Exposition, the largest annual agricultural trade show in the world. This show, held in the city of Tulare, is attended by farmers, businessmen, and investors from around the world who view Tulare County as the leader in agriculture. At the 2001 California Farm Equipment Show, there were 1,455 exhibitors, and over 100,000 attendees

Tulare County is the number two agricultural producer in the nation. In 2001, Tulare County produced approximately 200 different crops. Those crops totaled over \$3 billion.² That total is due to Tulare County's long summers, fertile soils, and available ground water. In 2001, Tulare County's number one crop, milk, yielded \$857.2 million, and was ranked first in the state. Oranges came in as the number two crop for the county grossing \$451.2 million. The number three crop for Tulare County was grapes which cashed in at \$419 million and was ranked third in the State.²

Educational opportunities abound in Tulare County and the surrounding San Joaquin Valley, in facilities such as Porterville Community College and College of the Sequoias. There are two, four-year universities nearby, California State University, Bakersfield and California State University, Fresno. In addition, the University of California, Davis Extension, Fresno Pacific College and Chapman University offer classes throughout the County. Tulare County recognizes that education is the cornerstone to the success and future of the community and economy. Seven percent of Tulare County residents have an Associate Degree; seven percent have a Bachelors Degree; and three percent have a Professional Degree.³

The Tulare County Workforce Investment Board, Inc. has three Business Resource Centers to enhance business retention and assist employers with their employment needs. To access services contact your local Business Resource Center at 800 266-3271.

Employment Development Department, 2000 Entimated State Averages

^{2 2001} Tulare County Agricultural Crop and Livestock Report, Tulare County Agricultural Commission/Sealer

¹⁹⁹⁰ California Census

TABLE OF CONTENTS

Introduction	
Research Methods	
Occupational Profiles	
Assemblers	
Automotive Mechanics	
Cashiers	
Child Care Workers	
Dairy Farm Workers	
Dairy Processing Equipment Operators, Including Setters	
Driver/Sales Workers	
First Line Supervisors/Managers – Helpers, Laborers	
Freight, Stock, and Material Movers – Hand	
General Managers and Top Executives	
Hand Packers and Packagers	
Instructional Aides	
Insurance Claims Clerks	
Packaging and Filling Machine Operators and Tenders	
Painters, Paperhangers – Construction and Maintenance	
Registered Nurses	
Sales Representatives – Except Scientific and Related Products	
Speech – Language Pathologists and Audiologists	
Truck Drivers – Heavy or Tractor Trailer	
Truck Drivers, Light – Include Delivery and Route Workers	
Training Directory	
Appendix A – Sample Questionnaire 2001	

The following Occupational Report presents the findings of the annual local Labor Market Information (LMI) study conducted by the Tulare County Workforce Investment Board, Inc. (TCWIB). In 1992 the TCPIC

entered into a partnership with the California Employment Development Department, Labor Market Information Division (LMID) to study and present a current, shortterm outlook of the labor market in Tulare County.

CCOIS began as a pilot program in 1986 and is now

implemented throughout California. The Occupational Outlook Reports (OOR) produced under CCOIS offers the only source of local, up-to-date occupational information. In this report twenty occupations are profiled, based on information gathered in the summer and fall of 2001 from approximately 300 employers in Tulare County. This is the eighth year Tulare County has published a report. Coordination of the CCOIS project at the State level facilitates the integration of this data for statewide use.

PROGRAM GOALS

The CCOIS partnership goal is to improve the match between local employers' labor market needs, and the skills and qualifications of job seekers by providing a variety of current, local information for labor market decisions including personnel management, career counseling and selection, and vocational training program planning.

The information in this report can be used by a variety of organizations and individuals for many different purposes. The following are some possible uses:

Career Decisions: Career counselors and job seekers can use this data to assist them in making informed occupational choices based on skills, abilities, interests, and personal needs. The localized information is easy to read and includes employer requirements and preferences, wages, labor demand, and sources of employment and training.

In this report twenty occupations are profiled, based on information gathered in the summer and fall of 2001 from approximately 300 employers in Tulare County. This is the eighth year Tulare County has published a report. Coordination of the CCOIS project at the State level facilitates the integration of this data for statewide use.

Program Planning: This report provides local planners and administrators with employment, training, and placement data, as well as occupational size and projected growth rates. Program planners can use this information to evaluate, refine or eliminate programs, and to plan new programs.

Curriculum Design: Training providers can use this data to design and update their training curriculum based on current employer needs and projected trends as indicated in this report.

Economic Development: Local government agencies and economic development organizations will find information on the labor pool, such as occupational size, expected growth rates, and wages, useful in determining the potential for business growth and development in Tulare County.

Program Marketing: Training providers can effectively market their programs by informing students, employers, and others that chances for job placement are greater because their training programs are developed using reliable, local occupational data.

Human Resource Management: Small business owners and large corporate human resource directors alike can use this report to help determine competitive wages and benefits, improve their recruitment methods, and assess the availability of qualified workers for business expansion and relocation purposes.

For further information, please contact the Labor Market Information Unit at (559) 713-5200.

TYPES OF OCCUPATIONAL INFORMATION

Each Occupational profile follows a similar format, providing the information described below. The information for each category of the profiles is based on local employer responses, as described in the "Research Methods" section of this report. Please keep in mind that the information reported represents a "snapshot in time" and there may be more current data to consider.

TITLE AND JOB DESCRIPTION

The title and definition for most occupations are based on the Occupational Employment Statistics (OES) Dictionary, published by the Bureau of Labor Statistics. The OES titles and descriptions often encompass multiple specific job titles found in the Dictionary of Occupational Titles (DOT), published by the U.S. Department of Labor, Employment and Training Administration.

Many Employers

40% up to but not including 60% of respondents

Some Employers

20% up to but not including 40% of respondents

Few Employers

Less than 20% of the survey respondents

The following terms are used to indicate the relative employment size of each occupation in Tulare County:

	Percent of Wage and
Term	Salary Employment Total

Very Large .65 and above

Large .30 to but not including .65

Medium .15 to but not including .30

Small less than .15

ALTERNATE TITLES

Job titles used for the respective occupation in the local job market as reported by par-

ticipating employers were included in this report.

According to EDD Occupational Projections for Tulare County, the average growth rate for 2001 is 9.8%. According to EDD Occupation Projections for Tulare County, the average growth rate for 2001 is 9.8%. The following terms

are used to indicate the relative, expected growth rate for the occupation in Tulare County.

KEY TERMS

The terms "all", "almost all", "most", "many", "some", and "few" are used to present compensation employers may offer to employees in addition to a base wage or salary. The following definitions apply to these terms:

All Employers

100% of the survey respondents

Almost All Employers

80% up to but not including 100% of respondents

Most Employers

60% up to but not including 80%

Much Faster Than Average

1.5 times the average or more

Faster Than Average

Between 1.1 and 1.49 times the average

Average

Between .9 and 1.09 times the average

Slower Than Average

Less than .9 times the average (but showing some growth)

Remain Stable Zero

Slow Decline Less than zero

Although information is shown to the nearest whole number for ease of comparison, the reader should not interpret this as an indication of precision (ranges are also considered to be representative).

EMPLOYMENT TRENDS

The local size and estimated projected growth through 2004 for each occupation surveyed, is data obtained from Table 6 of the EDD publication "Projections and Planning Information for Tulare County."

The information presented under the title "Source of Filled Vacancies" offers a profile of the local occupational promotions, separations, temporary positions, and growth.

While minimum educational requirements have been shown as employers expressed them, these educational requirements are not always essential for the performance of job duties.

The percentage of males and females in the occupation are included.

Also included is labor supply and demand information for each occupation based on the degree of difficulty employers have in finding inexperienced and experienced applicants. The following terms are used to classify occupational supply and demand:

Very Difficult: Employer demand is considerably greater than the supply of qualified applicants. Employers often cannot find applicants when an opening exists.

Moderately Difficult: employer demand is somewhat greater than the supply of applicants. Employers may have some difficulty finding applicants at times and applicants may find little competition. Not Difficult: Supply of qualified applicants is considerably greater than demand, creating a very competitive job market for applicants.

Where the Jobs Are: This table includes employment by Standard Industrial Code (SIC) Classifications to identify principal employing industries, reported by surveyed employers for each occupation.

EDUCATION, EXPERIENCE, AND SKILLS

This section presents results on educational levels, training, experience, and skills that surveyed employers want in job applicants. While minimum educational requirements have been shown as employers expressed them, these educational requirements are not always

> essential for the performance of job duties. Because the lack of education will create a barrier with some employers, employers' educational requirements have been included in this report.

Employers were asked to rate several occupation-specific skills as to their importance for job entry. The skills offered were rated from "0" as "Not Important" to "3" as "Very Important". The skills reported were selected as the seven with the highest ratings.

The work skills information in this section should be interpreted with care. In many cases the skills listed represent relatively general "skills areas," e.g., the "ability to work independently." In such cases the specific skills or skill clusters are not specified, and results should be interpreted by representing the areas of competence employers perceive to be important rather then more detailed "job specific competencies for job entry." However, the user interested in identifying the specific skills and qualifications needed for job entry should find these results useful in narrowing the focus of further inquiry.

WAGES AND BENEFITS

Wages: Wages included in this report are those paid by the employers participating in the survey for employees at three levels of experience. The report does not include extreme wages. This information serves as a guide for comparing earnings from one occupation to another. This data is not intended to represent official prevailing wages.

Wage data was typically collected between July and October of 2001, and reflect the following definitions:

New Hires/No Experience

Wages paid to persons trained but without paid experience in the occupation.

New Hires/Experience

Wages paid to experienced persons just starting at the firm.

3+ years Experience with Firm

Wages generally paid to persons with 3 years or more experience at the firm.

Benefits: Benefits most commonly provided local employers (in terms of percentage of frequency) to full-time employees whether it is a shared cost (employee pays

a percentage) or is paid by the employer are listed. Not covered in the report are benefits offered to part-time employees unless they are significant. Also not covered are waiting or probationary periods required before some or all benefits go into effect.

Other Information: The weighted average hours worked per week by full-time, part-time, temporary/on-call, and seasonal workers (if applicable) is provided in this section. Whether or not the employees are subject to a union or collective bargaining agreement, and promotional opportunities for employees.

RESEARCH METHODS

Occupation Selection: The occupations in this report were selected by surveying users of the report. A survey was mailed to representatives from the employment, training, and education fields. The survey respondents were asked to help select the 20 occupations for study in 2001. The survey respondents screened the available occupations and made a recommendation to survey or not to survey the occupation.

In order for the occupations to be surveyed they had to meet the following criteria:

- The occupation has a substantial employment in the county.
- There is at least a 10% projected job growth rate in the county.
- Most of the occupations require two years or less of training,

The occupations in this report were selected by surveying the users of the report. A survey was mailed to representatives from the employment, training, and education fields. Some of the selected occupations failed to meet the above-listed criteria, but were selected based on community interest.

LMID reviewed and approved the final list of occupations for

study, and verified the correct definition for each occupation.

Definition of Occupations: The definition of each occupation is found in the Occupational Employment Statistics (OES) Dictionary published by the U.S. Department of Labor. These definitions define the activities and functions of the worker. OES definitions are broad to capture a wide range of specialties within an occupation, but clear enough for use in research. The OES definitions are used by LMID to produce projections for employment (occupational estimates of size, growth, and separation). The WID planned the

timelines for the studies, and in addition to the selection of the study occupations, engaged in the actual work of administering the surveys. The WID also provided data entry for subsequent tabulation, and final written analysis and information dissemination.

Relevant sections of this report provide an overview of the criteria used in selecting occupations and procedures used in undertaking the study. The following is a more detailed description of the research methodology used.

Employer Survey Sample Selection: Because employers from a variety of different industries may hire persons in any given occupation, every attempt has been made to draw employer samples representative of the industries employing workers in each study occupation. Industries are classified by the Standard Industrial Classification Manual. An industry is a title for a group

of firms that produce similar goods and services. An industry represents the economic activity in which a firm is engaged.

All occupational data and employer information conflicted was reviewed to ensure accuracy and responses completeness.

data that would enhance this report. Of the information collected, the skills and computer software information was the most measurable in terms of providing job seekers with additional useful information about each occupation.

Survey Procedure: WID staff called employers to verify company name and address, verify existence of the occupation in the company, obtain the name of a contact person, and describe the study. The questionnaire was completed by telephone, faxed, or mailed to employers. Follow-up calls were made to employers who did not return the questionnaire. Employers who did not employ personnel in a particular occupation, hired only family members for that occupation, or contracted a private individual or company in that occupation were edited from the sample. All occupational data and employer information was reviewed to ensure accuracy and completeness. Employers were contacted again if

Survey responses were tabulated using software created by LMID and then analyzed by the Project Coordinator. Although wages are shown to the nearest cent for ease of comparison, the reader should not interpret this as an indication of precision. Profiles were prepared for each occupation based upon the study results. Each occupational profile provides information on wages and benefits, employer requirements, education and training, occupation size, and employment trends.

with

other

Dissemination: The WID will hold a meeting in January 2002 to disseminate this report. The WID will invite representatives from the many user groups of Labor Market Information to this meeting. Additional copies of the report will be distributed to various organizations such as, schools, economic development organizations, libraries, and other CCOIS participants throughout the state. The WID will also distribute copies to users upon request throughout the year.

LMID staff, using detailed data bases on employers and occupational staffing within industries, chose a representative sample, employers for each study occupation were drawn accordingly. The employer samples drawn were carefully reviewed by the WID staff who added and edited employers as appropriate, to obtain balanced samples of 40 employers for most occupations.

Questionnaire Development: Separate employer questionnaires were developed for each of the occupations in the study. LMID developed a framework of standardized questions to be asked which were included on each questionnaire. Additional occupationspecific questions were added to the two-page questionnaire provided by LMID, in an effort to collect

NEXT: OCCUPATIONAL PROFILES

Assemblers

OES Code: 939560

Assemblers and Fabricators (except Machine, Electrical, Electronic and Precision) in this category assemble and/or fit together parts for form complete units or subassemblies at a bench, conveyor line, or on the floor. Their work may involve the use of hand tools, power tools and special equipment in order to carry out fitting and assembly operations. Please include assemblers whose duties are of a nonprecision nature. Please do not include electrical, electronic, machine and precision assemblers, and workers who perform specialized operations exclusively as a part of assembly operations, such as riveting, welding, soldering, machining, or sawing.

Alternate Titles: Fabricator, Builder, Puller, Spliceperson, Assembly Worker I, Assembly Worker II, Production, Production Utility and Light Industry.

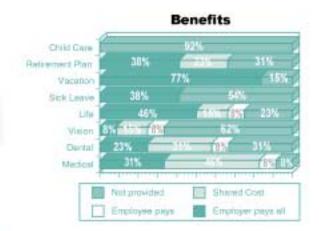
13 employers responded, representing 338 employees.



Rollan T. Ballinger, Porterville Truss

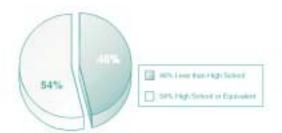
Wages and Benefits

WAGES	RANGE	MEDIAN
New Hires/No Experience	\$6.25 - \$8.00	\$6.25
New Hires/Experience	\$6.25 - \$10.00	\$7.50
3+ Years at Firm	\$6.25 - \$13.00	\$10.00



Employer Requirements

Education



	Yes	No	Preferred
Work experience required	31%	54%	15%
Training accepted as a substitute	15% o	31%	0%
Technical or vocational	0%	100%	0%

OES Code 939560

Very Important Skills

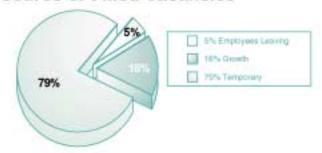
Ability to perform assembly work
Good hand-eye coordination
Manual dexterity
Ability to stand continuously for 2 or more hours
Ability to use and read a tape measure
Ability to work independently
Possession of mechanical aptitude

8% Time Entry

Computer Software Skills

Employment Trends

Source of Filled Vacancies



Where The Jobs Are

Help Supply Services Plastic Products Lumber and Wood Products

Projections for Tulare County

EDD Occupational Projections	1997-2004
New Jobs	60
Jobs Due to Separations	90
Projected Job Openings	150

The projected job growth rate is 9%, which is growing slower than the average growth rate of 9.8% for the county. 38% of the employers expect employment for this occupation to remain stable, and 62% of employers expect this occupation to grow—over the next 24 months.

Supply and Demand

How difficult it is to find qualified applicants.

Not Moderately Very

Experienced

Inexperienced

Size of Occupation

Very Large (670 - 730)

Gender: 84% Male 16% Female

Employer Recruitment Methods	
Walk-In Applicants	69%
Employment Development Department	38%
Newspaper Ads	31%
Employee Referrals	31%

Other Information

	Hours Per Week	% of Positions
Full-time	40	88%
Part-time	25	6%
Temporary/On Call	31	6%

Employers responded that 100% of the positions are not subject to a union or collective bargaining unit.

Promotional Opportunities: Supervisor, Lead Person, Forklift Operators, Machine Operators and Operator.

Automotive Mechanics

OES Code: 853020

Automotive Mechanics adjust, repair, and overhaul automotive vehicles. They may be designated according to specialties, such as Brake Repairers, Transmission Mechanics, or Front-end Mechanics. Please do not include Auto Body Repairers, Bus and Truck Mechanics, Diesel Engine Specialists, and Electrical Systems Specialists.

Alternate titles: Service Technician, Mechanic, Technician, Automotive Technician and Auto Technician.

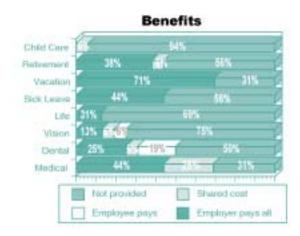
16 employers responded, representing 92 employees.



John Hutchinson, Jenkins Automotive

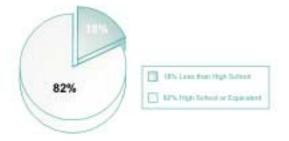
Wages and Benefits

WAGES	RANGE	MEDIAN
New Hires/No Experience	\$6.50 - \$10.36	\$8.43
New Hires/Experience	\$8.00 - \$15.50	\$10.04
3+ Years Experience at Firm	\$11.00 - \$23.01	\$15.00



Employer Requirements

Education



	Yes	No	Preferred
Work experience required	81%	0%	19%
Training accepted as a substitute	38%	63%	0%
Technical or vocational	38%	50%	13% a

Automotive Mechanics

OES Code: 853020

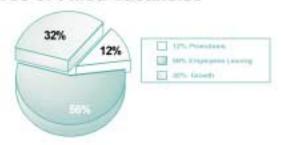
Very Important Skills

Possession of a valid driver's license Ability to implement safe work practices Ability to repair brakes Certified in Auto Service Excellence (ASE) Certified in auto air conditioning maintenance and repair Ability to tune up engines

6% 19% 6% Word Processing 19% Database 25% Industry Software

Employment Trends

Source of Filled Vacancies



Where The Jobs Are

New and Used Car Dealers General Automotive Repair Shops Automotive Repair Shops

Projections for Tulare County

EDD Occupational Projections	1997-2004
New Jobs	50
Jobs Due to Separations	90
Projected Job Openings	140

The projected job growth rate is 9.6%, which is growing slower than the average growth rate of 9.8% for jobs in the county. 50% of the employers expect employment for this occupation to remain stable and 47% expect employment for this occupation to grow—over the next 24 months.

Supply and Demand

How difficult it is to find qualified applicants.

Not Moderately Very

Experienced

Inexperienced

Size of Occupation

Large (520 - 570)

Gender: 99% Male 1% Female

Employer Recruitment Methods	
Walk-In Applicants	50%
Newspaper Ads	56%
Employee Referrals	44%

Other Information

	Hours Per Week	% of Positions
Full-time	40	95%
Part-time	19	5%

Employers responded that 100% of the positions are not subject to a union or collective bargaining unit.

Promotional Opportunities: Manager, Service Writer, Service Manager, Advisor, Rebuilder, Shop Foreman, Lead Mechanic, Smog Technician and Service Advisor.

Cashiers

OES Code: 490230

Cashiers receive and disburse cash payments, handle credit transactions, make change, issue receipts, and balance the tender drawer in a variety of establishments. Their work usually involves the use of adding machines, cash registers, and change makers.

Alternate Titles: Cashier/Clerk, Clerk, Checker, Parts Salesman, Service Station Attendent, Parts Counterperson, Customer Service Representative, Clerk Cashier and Sales Associate.

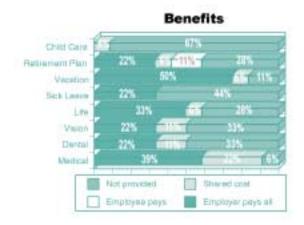
18 employers responded, representing 336 employees.



Dolores Watt, Gottschalks

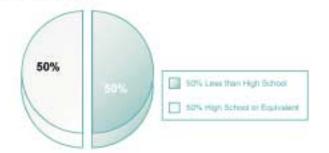
Wages and Benefits

WAGES	RANGE	MEDIAN
New Hires/No Experience	\$6.25 - \$6.50	\$6.25
New Hires/Experience	\$6.25 - \$7.25	\$6.35
3+ Years at Firm	\$6.25 - \$10.50	\$7.43



Employer Requirements

Education



	Yes	No	Preferred
Work experience required	11%	78%	11%
Training accepted as a substitute	6%	17%	0%
Technical or vocational	0%	100%	0%

OES Code 490230

Very Important Skills

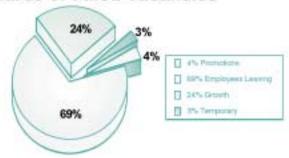
Public contact skills
Ability to work under pressure
Ability to work independently
Ability to stand continuously for 2 or more hours
Cash handling skills
Ability to follow check cashing procedures
Ability to operate a cash register

Computer Software Skills

 Employers indicated no computer skills required of this occupation.

Employment Trends

Source of Filled Vacancies



Where The Jobs Are

Grocery Stores Drug Stores and Proprietory Stores General Merchandise Stores

Projections for Tulare County

EDD Occupational Projections	1997-2004
New Jobs	67
Jobs Due to Separations	200
Projected Job Openings	267

The projected job growth rate is 12.2%, which is growing faster than the average growth rate of 9.8% for the county. 56% of the employers expect employment for this occupation to remain stable, and 44% of employers expect this occupation to grow—over the next 24 months.

Supply and Demand

How difficult it is to find qualified applicants.

Not Moderately Very

Experienced

Experienced Inexperienced

Size of Occupation

Very Large (3,840 - 4,310)

Gender: 29% Male 71% Female

Employer Recruitment Methods	
Walk-In Applicants	89%
Newspaper Ads	33%
In-House Promotion or Transfer	28%

Other Information

	Hours Per Week	% of Positions
Full-time	37	62%
Part-time	24	38%

Employers responded that 83% of the positions are not subject to a union or collective bargaining unit.

Promotional Opportunities: Grocery Clerk, Lead Clerk, Produce Clerk, Supervisor, Crew Leader, Manager-In-Training, Manager, Key Holder, Parts Manager, Assistant Manager, Key Associate, Photo Department Supervisor, Cosmetic Department Supervisor and Pharmacy Department Supervisor.

Child Care Workers

OES Code: 680380

Child Care Workers attend children at school, businesses, and institutions performing a variety of tasks, such as dressing, feeding, bathing, and overseeing play. Please do not include workers whose primary function is to teach in a structured setting.

Alternate Titles: Assistant Teacher, Special Needs Coach, Day Care Assistant, Helper, Teacher Assistant, Teacher Aide, Teacher I, Teacher II and Teacher.

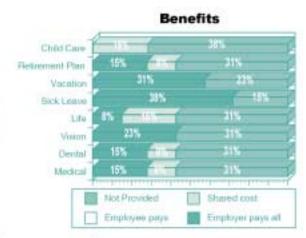
13 employers responded, representing 165 employees.



Nadine T. Kelly, Visalia YMCA

Wages and Benefits

WAGES	RANGE	MEDIAN
New Hires/No Experience	\$6.25 - \$6.75	\$6.25
New Hires/Experience	\$6.25 - \$7.67	\$6.50
3+ Years at Firm	\$6.50 - \$10.00	\$7.87



Employer Requirements

Education



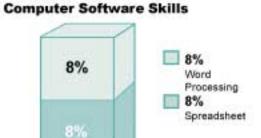
	Yes	No	Preferred
Work experience required	54%	38%	8%
Training accepted as a substitute	15%	46%	0%
Technical or vocational	46%	54%	0%

Child Care Workers

OES Code: 680380

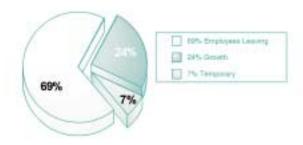
Very Important Skills

Ability to handle crisis situations
Possession of a clean police record
Willingness to work with close supervision
Ability to exercise patience
Ability to stand continuously for 2 or more hours
Oral reading skills
Ability to administer first aid



Employment Trends

Source of Filled Vacancies



Where The Jobs Are

Child Day Care Services

Projections for Tulare County

EDD Occupational Projections	1997-2004
New Jobs	70
Jobs Due to Separations	30
Projected Job Openings	100

The projected job growth rate is 14.9%, which is growing much faster than the average growth rate of 9.8% for the county. 85% of the employers expect employment for this occupation to remain stable, and 15% of employers expect this occupation to grow—over the next 24 months.

Supply and Demand

How difficult it is to find qualified applicants.

Not Moderately Very

Experienced

Inexperienced

Size of Occupation

Large (470 - 540)

Gender: 8% Male 92% Female

Employer Recruitment Methods	
Newspaper Ads	46%
Word Of Mouth	38%
Employee Referrals	31%

Other Information

	Hours Per Week	% of Positions
Full-time	39	42%
Part-time	19	48%
Temporary/On Call	10	2º/e
Seasonal	40	7%

Employers responded that 92% of the positions are not subject to a union or collective bargaining unit.

Promotional Opportunities: Head Montessori Teacher, Teacher, Supervisor, Program Specialist and Director.

Dairy Farm Workers

OES Code: 410684999

Dairy Farm Workers herd cows from milking parlor to pasture. Wash and spray cows with water, insecticides, and repellents. Milk cows by hand and using milk machines. Examine cows, administer prescribed treatments, and report health problems to supervisor. Weigh, load, mix and distribute feed. Clean, sterilize, and maintain milk containers and equipment.

Alternate Titles: Milker, Herdsman, Feeder, Calf Feeder, Ranch Hand, Cow Feeder and Outside Man.

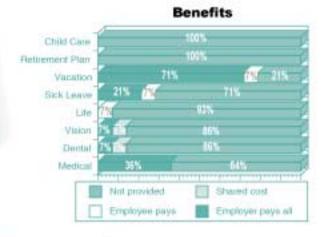
14 employers responded, representing 173 employees.



Jesus Gomez, Gerit Dragt, Dairy

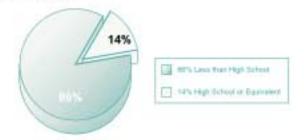
Wages and Benefits

WAGES	RANGE	MEDIAN
New Hires/No Experience	\$6.75 - \$9.21	\$7.67
New Hires/Experience	\$6.75 - \$9.21	\$8.39
3+ Years at Firm	\$7.00 - \$12.79	\$10.42



Employer Requirements

Education



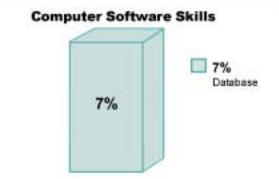
	Yes	No	Preferred
Work experience required	50%	29%	21%
Training accepted as a substitute	21%	50%	0%
Technical or vocational	0%	100%	0%

Dairy Farm Workers

OES Code: 410684999

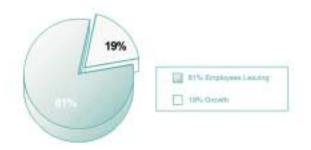
Very Important Skills

Ability to work independently
Good physical condition
Willingness to work early mornings, weekends
Ability to tolerate dust and unpleasant odors
Ability to operate an automatic milking machine
Willingness to work with close supervision
Ability to recognize sick livestock



Employment Trends

Source of Filled Vacancies



Where The Jobs Are

Dairy Farms

Projections for Tulare County

EDD Occupational Projections 1997-2004 No projections

77% of the employers expect employment for this occupation to remain stable, and 23% of employers expect this occupation to grow—over the next 24 months.

Supply and Demand

How difficult it is to find qualified applicants.

Not Moderately Very

Experienced

Inexperienced

Size of Occupation

Gender: 99% Male 1% Female

Employer Recruitment Methods	
Employee Referrals	71%
Walk-in Applicants	29%
Word Of Mouth	43%

Other Information

	Hours Per Week	% of Positions
Full-time	45	98%
Part-time	27	2%

Employers responded that 100% of the positions are not subject to a union or collective bargaining unit.

Promotional Opportunities: Manager, Herdsman and Calf Feeder.

Dairy Processing Equipment Operators, Including Setters

OES Code: 929320

Dairy Processing Equipment Operators, including Setters, set up, operate, or tend continuous flow or vattype equipment to process milk, cream, or other dairy products following specified methods and formulas.

Alternate Titles: Processor, Blender Operator, Pasteurizer, Separator, Evaporator, Laborer, Cheesemaker, Milk Receiver, Vat Operator and Molder Operator.

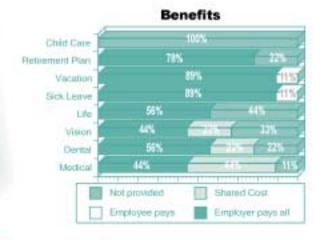
9 employers responded, representing 185 employees.



William Boersma, Bravo Farms

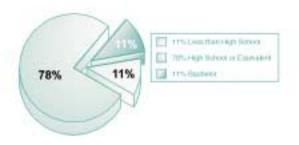
Wages and Benefits

WAGES	RANGE	MEDIAN
NONUNION		
New Hires/No Experience	\$9.00 - \$13.50	\$11.25
New Hires/Experience	\$9.50 - \$16.80	\$13.25
3+ Years at Firm	\$9.50 - \$19.32	\$16.58
UNION		
New Hires/No Experience	\$11.75 - \$12.43	\$12.09
New Hires/Experience	\$10.78 - \$16.78	\$12.62
3+ Years at Firm	\$15.79 - \$20.14	\$16.82



Employer Requirements

Education



	Yes	No	Preferred
Work experience required	44%	33%	22%
Training accepted as a substitute	33%	33%	0%
Technical or vocational	0%	89%	11%

Dairy Processing Equipment Operators, Including Setters

OES Code 929320

Very Important Skills

Willingness to work with close supervision

Ability to use time effectively

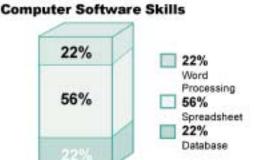
Ability to work independently

Ability to read temperature and pressure gauges

Ability to move levers and connect pipes

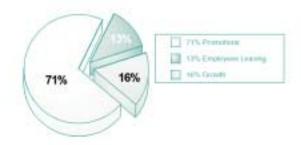
Ability to write effectively

Ability to tolerate acids and chemicals



Employment Trends

Source of Filled Vacancies



Where The Jobs Are

Cheese, Natural and Processed Prepared Feeds Dry, Condensed, Evaporated Products

Projections for Tulare County

EDD Occupational Projections	1997-200
New Jobs	0
Jobs Due to Separations	20
Projected Job Openings	20

The projected job growth rate is 0%, which is expected to remain stable, compared to the average growth rate of 9.8% for jobs in the county. 67% of the employers expect employment for this occupation to remain stable, and 33% of employers expect this occupation to grow-over the next 24 months.

Supply and Demand

How difficult it is to find qualified applicants. Not Moderately Very Experienced Inexperienced

Size of Occupation

Small (less than 142)

Gender: 86% Male 14% Female

Employer Recruitment Methods	
Employment Development Department	67%
Newspaper Ads	44%
In-House Promotion or Transfer	33%

Other Information

	Hours Per Week	% of Positions
Full-time	42	99%
Part-time	20	1%

Employers responded that 56% of the positions are subject to a union or collective bargaining unit.

Promotional Opportunities: Foreman, Manager, Foreperson, Supervisor, Assistant Cheesemaker and Lead Hand.

Drivers / Sales Workers

OES Code: 971170

Driver/Sales Workers drive trucks or other vehicles over established routes to deliver and sell goods, such as food products; to collect and deliver items, such as laundry; or to collect coins, and to refill and service vending machines. Please include newspaper delivery drivers.

Alternate Titles: Area Delivery, Route Sales Representative, Delivery Driver, Service Representative, Driver, Delivery Newspaper Person, Truck Driver, Sales Worker, Route Sales Service Representative, Farm Pick Up Driver, Line Driver and Service Driver.

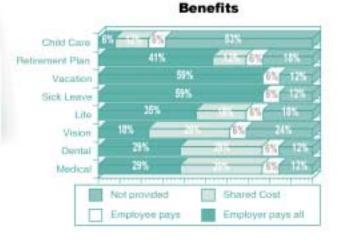
17 employers responded, representing 389 employees.



Bryan Pendergast, UPS

Wages and Benefits

WAGES	RANGE	MEDIAN
New Hires/No Experience	\$6.25 - \$11.54	\$7.25
New Hires/Experience	\$6.75 - \$16.19	\$10.00
3+ Years at Firm	\$7.25 - \$21.31	\$12.00



Employer Requirements

Education



	Yes	No	Preferred
Work experience required	35%	41%	24%
Training accepted as a substitute	35%	24%	0%
Technical or vocational	12%	82%	6%

Driver / Sales Workers

OES Code: 971170

Very Important Skills

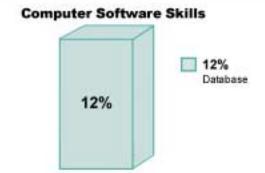
Customer service skills

Possession of a good DMV driving record

Good grooming skills

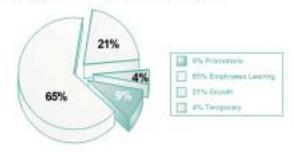
Ability to read invoices

Knowledge of local streets



Employment Trends

Source of Filled Vacancies



Where The Jobs Are

Eating Places
Business Services
Wholesale Trade—Nondurable Goods

Projections for Tulare County

EDD Occupational Projections	1997-2004
New Jobs	10
Jobs Due to Separations	40
Projected Job Openings	50

The projected job growth rate is 3.6%, which is growing slower than the average growth rate of 9.8% for jobs in the county. 53% of the employers expect employment for this occupation to remain stable, and 47% of employers expect this occupation to grow—over the next 24 months.

Supply and Demand

How difficult it is to find qualified applicants.

Not Moderately Very

Experienced

Inexperienced

Size of Occupation

Large (280 - 290)

Gender: 86% Male 14% Female

Employer Recruitment Methods	
Employee Referrals	47%
Word Of Mouth	41%
Walk-In Applicants	29%

Other Information

	Hours Per Week	% of Positions
Full-time	46	79%
Part-time	15	19%
Temporary/On Call	31	3%

Employers responded that 82% of the positions are not subject to a union or collective bargaining unit.

Promotional Opportunities: District Manager, Sales, Team Leader, Manager, Supervisor, Area Manager and Installer.

First Line Supervisors / Managers – Helpers, Laborers

OES Code: 810170

First Line Supervisors and Managers, Helpers/Laborers directly supervise and coordinate activities of helpers, laborers, or material movers. Manager/Supervisors are generally found in smaller establishments where they perform both supervisory and management functions, such as accounting, marketing, and personnel work. In addition, Manager/Supervisors may also engage, in part, in the same hand labor as the workers they supervise. Please do not include work leaders who spend 20% or more of their time at tasks similar to those of employees under their supervision and report them in the occupations which are most closely related to their specific work duties.

Alternate Titles: Office Manager, Supervisor, Lead Grounds Maintenance Worker, Agriculture Manager, Manager, Driver, Line Supervisor, Assistant Manager, Area Supervisor, Yard Supervisor, Store Supervisor, Foreman, Branch Supervisor, Operations Assistant, Service Manager and Production Supervisor.

17 employers responded, representing 255 employees.



Brian Summers, supervising Danny Holguin, COS

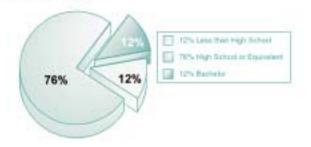
Wages and Benefits

RANGE	MEDIAN
\$6.25 - \$11.70	\$8.75
\$6.25 - \$13.75	\$10.75
\$6.25 - \$17.51	\$12.00
	\$6.25 - \$11.70 \$6.25 - \$13.75

Child Care | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$4% | \$

Employer Requirements

Education



	Yes	No	Preferred
Work experience required	53%	24%	24%
Training accepted as a substitute	29%	47%	0%
Technical or vocational	12%	88º/n	0%n

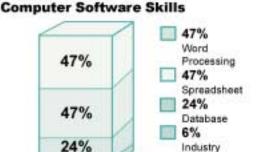
First Line Supervisors / Managers – Helpers, Laborers

OES Code 810170

Software

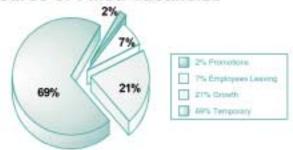
Very Important Skills

Ability to work independently
Problem solving skills
Record keeping skills
Willingness to work with close supervision
Ability to hire and assign personnel
Ability to operate power tools



Employment Trends

Source of Filled Vacancies



Where The Jobs Are

Fating Places Refrigerated Warehouse and Storage Trucking and Warehousing

Projections for Tulare County

1997-2004
10
10
20

The projected job growth rate is 16.7%, which is growing much faster than the average growth rate of 9.8% for the county. 59% of the employers expect employment for this occupation to remain stable, and 41% of employers expect this occupation to grow—over the next 24 months.

Supply and Demand

How difficult it is to find qualified applicants.

Not Moderately Very

Experienced

Inexperienced

Size of Occupation

Size of Occupation Small (60 - 70)

Gender: 62% Male 38% Female

Employer Recruitment Methods	
Newspaper Ads	59%
Walk-ins	41%
In-House Promotion or Transfer	29%

Other Information

	Hours Per Week	% of Positions
Full-time	45	47%
Part-time	25	51%
Temporary/On Call	20	2%

Employers responded that 94% of the positions are not subject to a union or collective bargaining unit.

Promotional Opportunities: Manager, Records Manager, Salesperson, Bookkeeper, Superintendent, Plant Manager, Supervisor, Store Manager, Branch Supervisor, Assistant Store Manager and Department Manager.

Freight, Stock, and Material Movers – Hand

OES Code: 987000999

Hand Freight, Stock, and Material Movers include workers who move materials manually. These workers work in factory production areas, shipping departments, or warehouses.

Alternate titles: Warehouse Specialist, Warehouse, Stock Receiving, Stocker, Picker, Packer, Night Crew Stocker, Receiver, Stockroom Clerk, Processor, Shipping Clerk, Material Handler, Cheese/Whey Shipper, Miscellaneous Utility, Warehouse Worker, Merchandise Pickup, Replenishment, Night Stocker, Backroom/Flow Team Member.

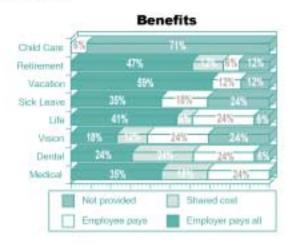
17 employers responded, representing 455 employees.



Allan Tidwell, Gottschalks

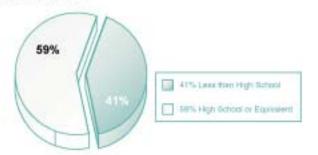
Wages and Benefits

WAGES	RANGE	MEDIAN
New Hires/No Experience	\$6.25 - \$7.00	\$6.49
New Hires/Experience	\$6.25 - \$10.00	\$7.00
3+ Years Experience at Firm	\$6.85 - \$15.00	\$9.50



Employer Requirements

Education



	Yes	No	Preferred
Work experience required	18%	41%	41%
Training accepted as a substitute	47%	12%	0%
Technical or vocational	0%	100%	0%

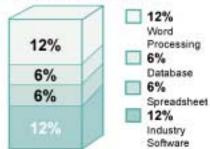
Freight, Stock, and Material Movers – Hand

OES Code: 987000999

Very Important Skills

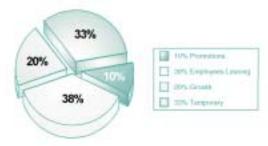
Ability to work independently
Ability to perform routine, repetitive work
Physical stamina
Willingness to work nights, weekends, and holidays
Willingness to work with close supervision
Ability to do shift work

Computer Software Skills



Employment Trends

Source of Filled Vacancies



Where The Jobs Are

Department Stores Help Supply Services Grocery Stores

Projections for Tulare County

EDD Occupational Projections	1997-2004
New Jobs	30
Jobs Due to Separations	200
Projected Job Openings	230

The projected job growth rate is 4.5%, which is growing slower than the average growth rate of 9.8% for jobs in the county. 24% of the employers expect employment for this occupation to remain stable, 65% expect employment for this occupation to grow and 12% expect employment for this occupation to decline—over the next 24 months.

Supply and Demand

How difficult it is to find qualified applicants.

Not Moderately Very

Experienced

Inexperienced

Size of Occupation

Very Large (660 - 690)

Gender: 70% Male 30% Female

Employer Recruitment Methods	
Walk-In Applicants	65%
Employee Referrals	35%
Newspaper Ads	24%

Other Information

	Hours Per Week	% of Positions
Full-time	39	39%
Part-time	28	28%
Temporary/On Call	40	17%
Seasonal	43	16%

Employers responded that 94% of the positions are not subject to a union or collective bargaining unit.

Promotional Opportunities: Lead Supervisor, Manager, Shipping Supervisor, Receiving Supervisor, Supervisor, Shipping Foreman, Forklift Driver, Head Shipping, Team Leader and Assistant Manager.

General Managers and Top Executives

OES Code: 190050

General Managers and Top Executives include both top and mid-level managers whose duties and responsibilities are too diverse and general in nature to be classified in any functional or line area of management and administration. These managers generally work through departmental or subordinate executives. Please do not include managers of smaller establishments who typically engage in the same activities as the workers they supervise.

Alternate titles: District Manager, Area Manager, Principal/Manager, Regional Executive Director, Department Director, Division Director, Administrative Supervisor and Executive.

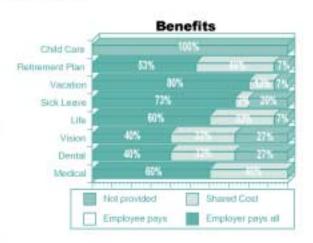
15 employers responded, representing 77 employees.



Mario Lopez, Radisson Hotel Visalia

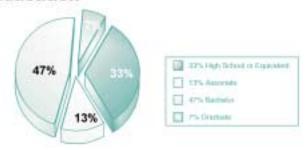
Wages and Benefits

WAGES	RANGE	MEDIAN
New Hires/No Experience	\$9.36 - \$9.36	\$9.36
New Hires/Experience	\$6.75 - \$30.49	\$18.41
3+ Years Experience at Firm	\$6.75 - \$38.84	\$19.98



Employer Requirements

Education



	Yes	No	Preferred
Work experience required	93%	7%	0%
Training accepted as a substitute	0%	93%	0%
Technical or vocational	0%	93%	7%

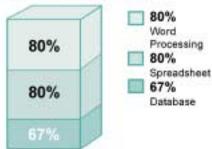
General Managers and Top Executives

OES Code: 190050

Very Important Skills

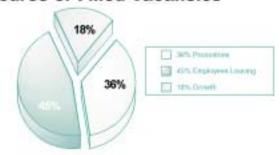
Ability to manage an activity or department Oral communication skills Ability to interpret data Ability to set work priorities Business math skills Ability to write effectively

Computer Software Skills



Employment Trends

Source of Filled Vacancies



Where The Jobs Are

Job Training and Related Services Executive and Legislative Combined Hotels and Motels

Projections for Tulare County

EDD Occupational Projections	1997-2004
New Jobs	180
Jobs Due to Separations	260
Projected Job Openings	440

The projected job growth rate is 8.6%, which is growing slower than the average growth rate of 9.8% for jobs in the county. 87% of the employers expect employment for this occupation to remain stable and 13% expect employment for this occupation to grow—over the next 24 months.

Supply and Demand

How difficult it is to find qualified applicants.

Not Moderately Very

Experienced

Experienced Inexperienced

Size of Occupation

Very Large (2,100 - 2,800)

Gender: 58% Male 42% Female

Employer Recruitment Methods	
In-House Promotion or Transfer	60%
Newspaper Ads	40%
Private Employment Agencies	27%

Other Information

Hours Per Week % of Positions 42 100%

Employers responded that 100% of the positions are not subject to a union or collective bargaining unit,

Promotional Opportunities: President, CEO, Department Head, Division Head, Regional Manager, Department Manager, Regional Vice President of Operations, City Manager and Assistant City Manager.

Full-time

Hand Packers and Packagers

OES Code: 989020

Hand Packers and Packagers pack or package by hand a wide variety of products and materials. Please do not include workers whose jobs require more than minimum training.

Alternate titles: Packer, Bakery/Deli Clerk, Clerks, Packagers, and Helpers.

15 employers responded, representing 531 employees.

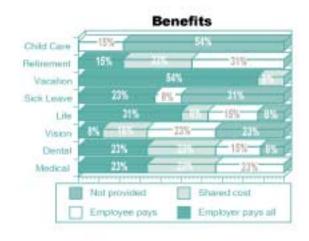


Cherry Bradshaw, Plano Jerkey

Wages and Benefits

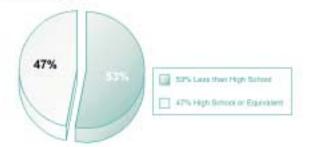
WAGES	RANGE	MEDIAN	
NONUNION			
New Hires/No Experience	\$6.35 - \$7.20	\$6.75	
New Hires/Experience	\$6.35 - \$7.75	\$6.75	
3+ Years Experience at Firm	\$6.35 - \$10.00	\$8.50	
UNION			
New Hires/No Experience	\$6.75 - \$6.75	\$6.75	
New Hires/Experience	\$6.75 - \$8.00	\$8.00	
3+ Years Experience at Firm	\$6.75 - \$11.00	\$11.00	
		20072	

A few employers offer other compensation up to \$8.13 per hour.



Employer Requirements

Education



	Yes	No	Preferred
Work experience required	27%	53%	20%
Training accepted as a substitute	13%	33%	0%
Technical or vocational	0%	100%	0%

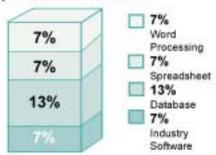
Hand Packers and Packagers

OES Code: 989020

Very Important Skills

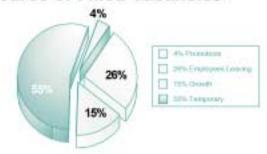
Ability to stand continuously for 2 or more hours Ability to work independently Good eye-hand coordination Willingness to work with close supervision Ability to lift at least 50 pounds repeatedly Ability to sit continuously for 2 or more hours

Computer Software Skills



Employment Trends

Source of Filled Vacancies



Where The Jobs Are

Grocery Stores Crop Preparation Services for Market Food and Kindred Products

Projections for Tulare County

EDD Occupational Projections	1997-2004
New Jobs	220
Jobs Due to Separations	260
Projected Job Openings	480

The projected job growth rate is 16.1%, which is growing much faster than the average growth rate of 9.8% for jobs in the county. 80% of the employers expect employment for this occupation to remain stable, 20% expect employment for this occupation to grow—over the next 24 months.

Supply and Demand

How difficult it is to find qualified applicants.

Not Moderately Very

Experienced

Inexperienced

Size of Occupation

Very Large (1,370 - 1,590)

Gender: 36% Male 64% Female

Employer Recruitment Methods	
Walk-In Applicants	60%
Employee Referrals	27%
In-House Promotion or Transfer	27%

Other Information

	Hours Per Week	% of Positions
Full-time	40	45%
Part-time	28	16%
Seasonal	41	39%

Employers responded that 80% of the positions are not subject to a union or collective bargaining unit.

Promotional Opportunities: Store Manager, Machine Operator, Supervisor, Food Clerk, Pack Supervisor, Checker and Driver.

Instructional Aides

OES Code: 315211

Instructional Aides work under the direct supervision of classroom teachers to assist the teacher in instructional tasks, and activities involving games, sports, arts and crafts. They also do routine clerical tasks such as record keeping, maintaining classroom supplies, and operating office equipment. They may assist teachers with the instruction of mentally or physically handicapped pupils.

Alternate Titles: Teacher's Aide, Instructor, Assistant and Classroom Assistant.

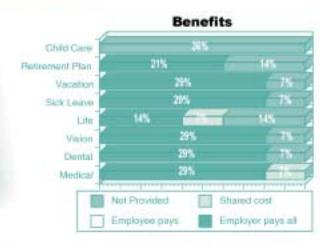
14 employers responded, representing 503 employees.



Adelaida Villa, Visalia YMCA

Wages and Benefits

WAGES	RANGE	MEDIAN
NONUNION		
New Hires/No Experience	\$7.00 - \$8.91	\$8.37
New Hires/Experience	\$7.00 - \$10.00	\$8.63
3+ Years at Firm	\$8.00 - \$12.00	\$9.28
UNION		
New Hires/No Experience	\$6.42 - \$10.00	\$8.50
New Hires/Experience	\$6.42 - \$10.17	\$9.25
3+ Years at Firm	\$7.89 - \$11.49	\$11.24



Employer Requirements

Education



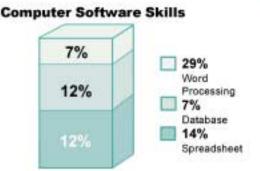
	Yes	No	Preferred
Work experience required	29%	43%	29%
Training accepted as a substitute	29%	29%	$0^{o}/_{o}$
Technical or vocational	7%	93%	0%

Instructional Aides

OES Code: 315211

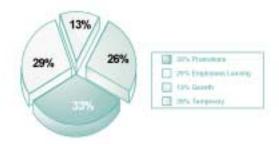
Very Important Skills

Oral reading skills
Ability to exercise patience
Ability to write effectively
Willingness to work with close supervision
Ability to work independently
Understanding of a variety of cultures
Ability to handle crisis situations



Employment Trends

Source of Filled Vacancies



Where The Jobs Are

Elementary and Secondary Schools Civic and Social Associations Business and Secretarial Schools

Projections for Tulare County

EDD Occupational Projections	1997-2004
New Jobs	300
Jobs Due to Separations	130
Projected Job Openings	430

The projected job growth rate is 20%, which is growing much faster than the average growth rate of 9.8% for the county. 71% of the employers expect employment for this occupation to remain stable, 7% of employers expect employment for this occupation to decline and 21% of employers expect this occupation to grow—over the next 24 months.

Supply and Demand

How difficult it is to find qualified applicants.

Not Moderately Very

Experienced

Inexperienced

Size of Occupation

Very Large (1,480 - 1,780)

Gender: 12% Male 88% Female

Employer Recruitment Methods	
Newspaper Ads	71%
In-House Promotion or Transfer	29%
Internet	29%
Employee Referrals	29%

Other Information

	Hours Per Week	% of Positions
Full-time	38	2%
Part-time	20	92%
Temporary/On Call	15	1%
Seasonal	12	5%

Employers responded that 50% of the positions are not subject to a union or collective bargaining unit.

Promotional Opportunities: Program Specialist, Clerk Instructional Assistant II, Director, Secretary, Teacher, Community Aide, Instructor and Special Education Assistant.

Insurance Claims Clerks

OES Code: 533110

Insurance Claims Clerks obtain claims information from insured or designated persons to settle claims with their insurance carrier.

Alternate Titles: Secretary Claims Processor, Claims Representative, Insurance Coordinator, Insurance Billing Clerk, Customer Service Executive, Insurance Biller, Billing Clerk, Biller and Billing Specialist.

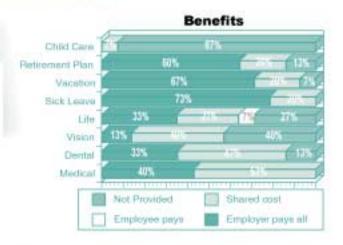
15 employers responded, representing 72 employees.



Beth A. Simmons, Troy Korsgaden Insurance Agency

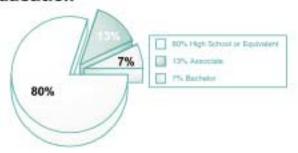
Wages and Benefits

WAGES	RANGE	MEDIAN
New Hires/No Experience	\$7.00 - \$8.00	\$7.50
New Hires/Experience	\$7.00 - \$15.00	\$10.00
3+ Years at Firm	\$8.00 - \$16.40	\$12.00



Employer Requirements

Education



	Yes	No	Preferred
Work experience required	40%	33%	27%
Training accepted as a substitute	33%	33%	O%
Technical or vocational	13%	80%	7%

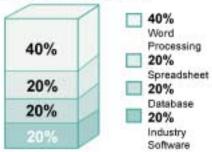
Insurance Claims Clerks

OES Code: 533110

Very Important Skills

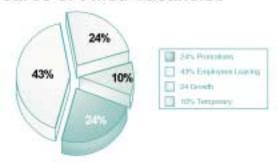
Alphabetic and numeric filing skills
Understanding of insurance terminology
Willingness to work with close supervision
Record keeping skills
Telephone answering skills
Ability to write effectively
Public contact skills

Computer Software Skills



Employment Trends

Source of Filled Vacancies



Where The Jobs Are

Insurance Agents, Brokers & Service Offices and Clinics of Dentists Health Services

Projections for Tulare County

EDD Occupational Projections	1997-2004
New Jobs	20
Jobs Due to Separations	20
Projected Job Openings	40

The projected job growth rate is 15.4%, which is growing much faster than the average growth rate of 9.8% for the county. 60% of the employers expect employment for this occupation to remain stable, 7% of employers expect employment for this occupation to decline and 33% of employers expect this occupation to grow—over the next 24 months.

Supply and Demand

How difficult it is to find qualified applicants.

Not Moderately Very

Experienced

Inexperienced

Size of Occupation

Small (130 - 150)

Gender: 7% Male 93% Female

Employer Recruitment Methods	
Newspaper Ads	73%
Employee Referrals	40%
In-House Promotion or Transfer	33%

Other Information

	Hours Per Week	% of Positions
Full-time	41	94%
Part-time	25	3° o
Temporary/On Call	39	3%

Employers responded that 100% of the positions are not subject to a union or collective bargaining unit.

Promotional Opportunities: Office Manager, Front Office Manager, Agent Bookkeeper, Executive Assistant, Administration, Marketing and Human Resources.

Packaging and Filling Machine Operators and Tenders

Packaging and Filling Machine Operators and Tenders operate or tend machines, such as filling machines, casing running machines, ham rolling machines, preservative filling machines, baling machines, wrapping machines, and stuffing machines, to prepare industrial or

consumer products, such as gas cylinders, meat and other food products, tobacco, insulation, ammunition, stuffed toys and athletic equipment, and upholstered pads, as end products or for storage and shipment.

Alternate titles: Packer, Machine Pack Operator, Filler Operator, Trim Press, Slabber, Line Coordinator, Sour Cream Packager, Cottage Cheese Packager, Press Operator, Cut-In-Place Operator, Label Operator and Meat Wrapper.

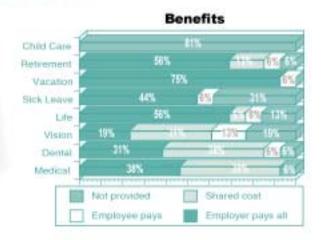
16 employers responded, representing 334 employees.



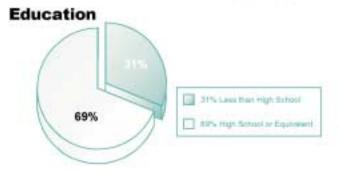
William Boersma, Bravo Farms

Wages and Benefits

WAGES	RANGE	MEDIAN
New Hires/No Experience	\$6.25 - \$12.22	\$11.78
New Hires/Experience	\$6.25 - \$12.60	\$9.30
3+ Years Experience at Firm	\$7.00 - \$16.50	\$11.76



Employer Requirements



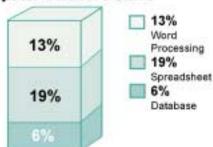
	Yes	No	Preferred
Work experience required	38%	31%	31%
Training accepted as a substitute	19%	50%	0%
Technical or vocational	0%	94%	6%

Packaging and Filling Machine Operators and Tenders OES COME: 929740

Very Important Skills

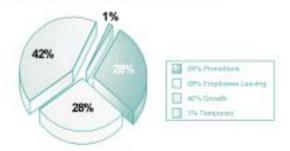
Ability to stand continuously for 2 or more hours Ability to follow oral instructions Ability to perform routine, repetitive work Willingness to work with close supervision Ability to read and follow instructions Oral communication skills Basic math skills

Computer Software Skills



Employment Trends

Source of Filled Vacancies



Where The Jobs Are

Cheese, Natural and Processed Crop Preparation Services For Market Wholesale Trade—Nondurable Goods

Projections for Tulare County

EDD Occupational Projections	1997-2004
New Jobs	90
Jobs Due to Separations	70
Projected Job Openings	160

The projected job growth rate is 28.1%, which is growing much faster than the average growth rate of 9.8% for jobs in the county. 44% of the employers expect employment for this occupation to remain stable, 13% of the employers expect employment for this occupation to decline, and 44% expect employment for this occupation to grow—over the next 24 months.

Supply and Demand

How difficult it is to find qualified applicants.

Not Moderately Very

Experienced

Inexperienced

Size of Occupation

Large (320 - 410)

Gender: 70% Male 30% Female

Employer Recruitment Methods	
Newspaper Ads	50%
Employee Referrals	31%
Word Of Mouth	31%

Other Information

	Hours Per Week	% of Positions
Full-time	40	99%
Part-time	28	1%
Seasonal	45	1%

Employers responded that 81% of the positions are not subject to a union or collective bargaining unit.

Promotional Opportunities: Processor, Supervisor, Coordinator, Line Supervisor, Manager, Group Leader, Purchasing Agent, Shipping, Sales, Lead, Packaging Machine Operator, Receiver and Fork-lift Operator.

Painters, Paperhangers – Construction & Maintenance

OES Code: 874020

Painters, Paperhangers, Construction and Maintenance paint walls, equipment, buildings, bridges, and other structural surfaces using brushes, rollers, and spray guns. They may mix colors or oils to obtain desired color or consistency. Paperhangers cover interior walls and ceilings of rooms with decorative wallpaper or fabric.

Alternate titles: Painter, Installers, Helpers, Apprentice Painter, Journeyman Painter, Lather, Maintenance Worker, Assistant Engineer, Cleaning Technician, Handyman, Window Cleaner, Warranty Manger and Lead Grounds Maintenance Worker.

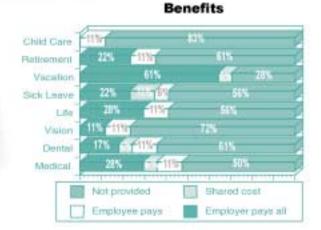
18 employers responded, representing 177 employees.



Danny Holguin, COS

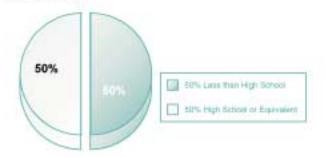
Wages and Benefits

WAGES	RANGE	MEDIAN
New Hires/No Experience	\$6.25 - \$8.50	\$6.73
New Hires/Experience	\$6.25 - \$12.50	\$8.50
3+ Years Experience at Firm	n \$6.25 - \$16.00	\$12.00



Employer Requirements

Education



Experience and Training

	res	No	Preferred
Work experience required	28%	39%	33%
Training accepted as a substitute	39%	22%	0%
Technical or vocational	11%	83%	6%

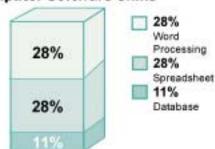
NY 19 C 1

Painters, Paperhangers – Construction & Maintenance

Very Important Skills

Ability to stand continuously for 2 or more hours Ability to work independently Ability to pay attention to detail Ability to tolerate dust and paint fumes Ability to work from ladders and scaffolds Ability to lift at least 50 pounds repeatedly Roller and brush painting skills

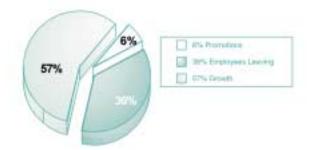
Computer Software Skills



OES Code: 874020

Employment Trends

Source of Filled Vacancies



Where The Jobs Are

Hotels and Motels Painting and Paper Hanging Single-family Housing Construction

Projections for Tulare County

EDD Occupational Projections	1997-2004
New Jobs	30
Jobs Due to Separations	40
Projected Job Openings	70

The projected job growth rate is 15.8%, which is growing much faster than the average growth rate of 9.8% for jobs in the county. 78% of the employers expect employment for this occupation to remain stable, 22% expect employment for this occupation to grow—over the next 24 months.

Supply and Demand

How difficult it is to find qualified applicants.

Not Moderately Very

Experienced

Inexperienced

Size of Occupation

Medium (190 - 220)

Gender: 69% Male 31% Female

Employer Recruitment Methods	
Employee Referrals	39%
Newspaper Ads	39%
Word Of Mouth	33%

Other Information

	Hours Per Week	% of Positions
Full-time	42	61%
Part-time	20	29%
Temporary/On-Call	40	7º/e
Seasonal	42	3%

Employers responded that 94% of the positions are not subject to a union or collective bargaining unit.

Promotional Opportunities: Foreman, Journeyman, Supervisor, Assistant, Head Painter, Production Manager, Operations Manager, Trainer, Building Maintenance and General Manager.

Registered Nurses

OES Code: 325020

Registered Nurses administer nursing care to ill or injured persons. This group includes administrative, public health, industrial, private duty, and surgical nurses. Licensing or registration is required. Please do not include Nursing Instructors and Teachers.

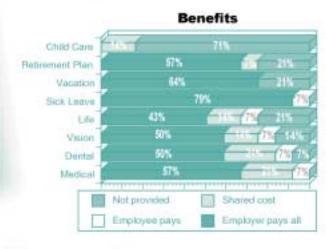
Alternate Titles: District Nurse, RN, PHN, FNP, Psychiatric RN, School Nurse and College Nurse. 14 employers responded, representing 592 employees.



Nancy Dames, Crestwood School

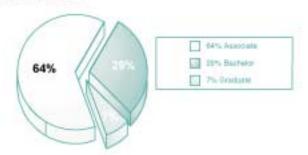
Wages and Benefits

WAGES	RANGE	MEDIAN
NONUNION		
New Hires/No Experience	\$17.00 - \$22.27	\$20.85
New Hires/Experience	\$19.90 - \$23.00	\$21.64
3+ Years at Firm	\$21,58 - \$28,00	\$23.46
UNION		
New Hires/No Experience	\$19.07 - \$20.27	\$20.27
New Hires/Experience	\$19.07 - \$27.41	\$20.27
3+ Years at Firm	\$21.64 - \$30.39	\$24.07



Employer Requirements

Education



	Yes	No	Preferred
Work experience required	29%	36%	36%
Training accepted as a substitute	7%	57%	0%
Technical or vocational	86%	14%	0%

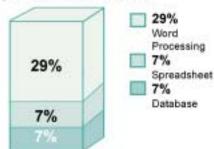
Registered Nurses

OES Code: 325020

Very Important Skills

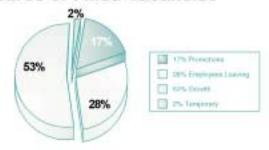
Ability to provide personal service to patients
Ability to work independently
Public contact skills
Record keeping skills
Ability to write effectively
Ability to work under pressure
Ability to plan and organize the work of others

Computer Software Skills



Employment Trends

Source of Filled Vacancies



Where The Jobs Are

Elementary and Secondary Schools Skilled Nursing Care Facilities Health Services

Projections for Tulare County

EDD Occupational Projections	1997-2004
New Jobs	80
Jobs Due to Separations	170
Projected Job Openings	250

The projected job growth rate is 5.4%, which is growing slower than the average growth rate of 9.8% for the county. 64% of the employers expect employment for this occupation to remain stable, and 36% of employers expect this occupation to grow—over the next 24 months.

Supply and Demand

How difficult it is to find qualified applicants.

Not Moderately Very

Experienced

Inexperienced

Size of Occupation

Very Large (1,480 - 1,560)

Gender: 9% Male 91% Female

Employer Recruitment Methods	
Newspaper Ads	93%
Employee Referrals	36%
Internet	29%

Other Information

	Hours Per Week	% of Positions
Full-time	40	67%
Part-time	20	33%

Employers responded that 71% of the positions are not subject to a union or collective bargaining unit.

Promotional Opportunities: Center Director, Director of Nursing, Manager, Educator and Supervising Nurse.

Sales Representatives–Except Scientific & Related Products & Services & Retail

Sales Representatives, (except Scientific and Related Products and Services) sell goods and services for wholesalers or manufacturers to businesses or groups of individuals. This work requires a substantial knowledge of the items sold. Sales Representatives solicit orders from established clients or secure new clients.

Alternate Titles: Territory Manager, Outside Sales, Route Sales Representative, Sales Associate, Salesperson, General Sales and Account Executive.

15 employers responded, representing 113 employees.



Terry Tidwell and Robert E. Barnier, Jr., Morris Levin & Son

Wages and Benefits

WAGES	RANGE	MEDIAN
New Hires/No Experience	\$6.50 - \$14.38	\$8.49
New Hires/Experience	\$7.00 - \$23.97	\$12.47
3+ Years at Firm	\$7.75 - \$28.77	\$15.50

Many employers offer other compensation up to \$19.18 per hour.

| Child Care | 92% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12% | 12%

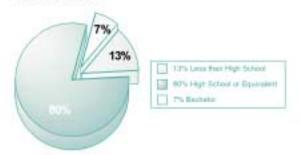
Benefits

Shared cost

Employer pays all

Employer Requirements

Education



Experience and Training

Yes	No	Preferred
53%	27%	20%
$6^{o}/_{o}$	67%	0%
$0^{9/a}$	100%	0%
	53% 6%	53% 27% 6% 67%

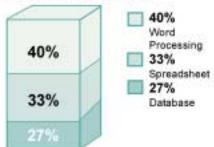
Not provided Employee pays

Sales Representatives-Except Scientific & Related Products & Services & Retail OES COME: 490080

Very Important Skills

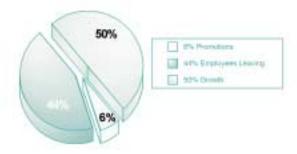
Possession of a valid driver's license Customer service skills Ability to apply sales techniques Verbal presentation skills Ability to work independently Ability to prepare and arrange sales contracts Ability to demonstrate knowledge of specific products

Computer Software Skills



Employment Trends

Source of Filled Vacancies



Where The Jobs Are

Farm and Garden Machniney Motor Vehicles, Parts and Supplies Business Services

Projections for Tulare County

EDD Occupational Projections	1997-2004
New Jobs	30
Jobs Due to Separations	100
Projected Job Openings	130

The projected job growth rate is 5.2%, which is growing slower than the average growth rate of 9.8% for the county. 53% of the employers expect employment for this occupation to remain stable, 47% of employers expect this occupation to grow—over the next 24 months.

Supply and Demand

How difficult it is to find qualified applicants.

Not Moderately Very

Experienced

Inexperienced

Size of Occupation

Large (580 - 610)

Gender: 86% Male 14% Female

Employer Recruitment Methods	
Newspaper Ads	47%
Walk-In Applicants	40%
Employee Referrals	33%
Employment Development Department	33%

Other Information

	Hours Per Week	% of Positions
Full-time	42	99%
Part-time	32	1%

Employers responded that 93% of the positions are not subject to a union or collective bargaining unit.

Promotional Opportunities: Sales Manager, Assistant Manager, Supervisor, Branch Manager, Area Manager, Partner, General Sales Manager and Assistant Store Manager.

Speech – Language, Pathologists & Audiologists

OES Code: 323140

Speech – Language Pathologists and Audiologists examine and provide remedial services for persons with speech and hearing disorders and perform research related to speech and language problems.

Alternate Titles: Speech Therapist, Speech/ Language Therapist, Language, Speech and Hearing Specialist, Speech Pathologist, Speech and Language Audiologist and Speech Teacher.

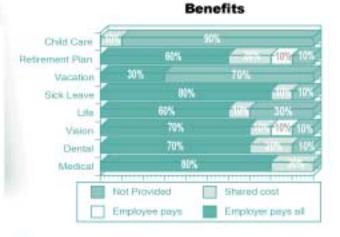
10 employers responded, representing 60 employees.



Kathy Coughran, Crestwood

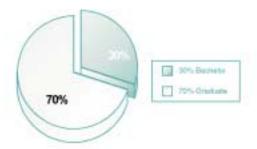
Wages and Benefits

WAGES	RANGE	MEDIAN
NONUNION		
New Hires/No Experience	\$20.64 - \$20.64	\$26.74
New Hires/Experience	\$17.65 - \$28.77	\$28.77
3+ Years at Firm	\$18.43 - \$35.10	\$28.77
UNION		
New Hires/No Experience	\$17.16 - \$20.76	\$19.53
New Hires/Experience	\$17.30 - \$21.20	\$19.73
3+ Years at Firm	\$18.18 - \$25.12	\$23.62



Employer Requirements

Education



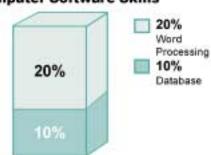
	Yes	No	Preferred
Work experience required	20%	60%	20%
Training accepted as a substitute	0%	40%	0%
Technical or vocational	50%	50%	0%

Speech – Language, Pathologists & Audiologists oes Code: 323140

Very Important Skills

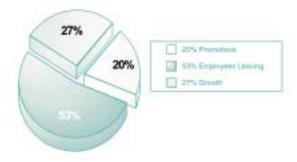
Ability to use the computer as a teaching tool Classroom management skills Ability to handle crisis situations Imagination and creativity Ability to maintain classroom discipline Ability to work independently Ability to exercise patience

Computer Software Skills



Employment Trends

Source of Filled Vacancies



Where The Jobs Are

Elementary and Secondary Schools Offices of Health Practitioners General Medical & Surgical Hospitals

Projections for Tulare County

EDD Occupational Projections	1997-2004
New Jobs	3
Jobs Due to Separations	1
Projected Job Openings	4

The projected job growth rate is 20%, which is growing much faster than the average growth rate of 9.8% for the county. 60% of the employers expect employment for this occupation to remain stable, and 40% of employers expect this occupation to grow—over the next 24 months.

Supply and Demand

How difficult it is to find qualified applicants.

Not Moderately Very

Experienced

Inexperienced

Size of Occupation

Small (100 - 120)

Gender: 12% Male 88% Female

Employer Recruitment Methods	
Internet	80%
Colleges/Universities	70%
Newspaper Ads	50%

Other Information

	Hours Per Week	% of Positions
Full-time	37	83%
Part-time	22	17%

Employers responded that 70% of the positions are subject to a union or collective bargaining unit.

Promotional Opportunities: Director and Administrator.

Truck Drivers, Heavy or Tractor Trailor

OES Code: 971020

Heavy or Tractor Trailer Truck Drivers drive tractor-trailer combinations or trucks with a capacity of more than three tons to transport and deliver goods, livestock, or materials in liquid, loose or packaged form. They may be required to unload trucks.

Alternate Titles: Truck Driver and Driver.

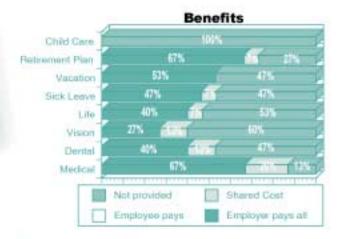
15 employers responded, representing 513 employees.



Chuck Gimm, Shannon Brothers

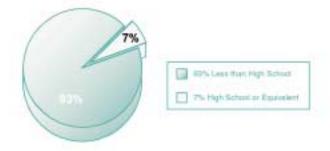
Wages and Benefits

WAGES	RANGE	MEDIAN
New Hires/No Experience	\$9.00 - \$10.00	\$9.00
New Hires/Experience	\$6.25 - \$17.50	\$11.00
3+ Years at Firm	\$10.00 - \$25.00	\$14.00



Employer Requirements

Education



	Yes	No	Preferred
Work experience required	80%	13%	7%
Training accepted as a substitute	7%	80%	0%
Technical or vocational	93%	0%	7%

Truck Drivers, Heavy or Tractor Trailor

OES Code: 971020

Very Important Skills

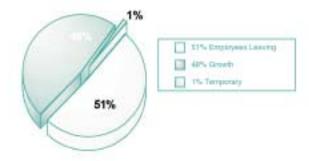
Ability to read invoices
Ability to meet ICC requirements
Record keeping skills
Possession of a valid Class A driver's license
Ability to pass a pre-employment medical exam
Ability to drive trucks long distances
Ability to lift at least 75 pounds repeatedly

Computer Software Skills

 Employers indicated no computer skills required of this occupation.

Employment Trends

Source of Filled Vacancies



Where The Jobs Are

Local Trucking, Without Storage Trucking, Except Local

Projections for Tulare County

EDD Occupational Projections	1997-2004
New Jobs	260
Jobs Due to Separations	170
Projected Job Openings	430

The projected job growth rate is 16%, which is growing much faster than the average growth rate of 9.8% for the county. 47% of the employers expect employment for this occupation to remain stable, 7% of employers expect employment for this occupation to decline, and 47% of employers expect this occupation to grow—over the next 24 months.

Supply and Demand

How difficult it is to find qualified applicants.

Not Moderately Very

Experienced

Inexperienced

Size of Occupation

Very Large (1,620 - 1,880)

Gender: 94% Male 6% Female

Employer Recruitment Methods	
Walk-In Applicants	53%
Newspaper Ads	47%
Word Of Mouth	40%

Other Information

	Hours Per Week	% of Positions
Full-time	56	99%
Seasonal	60	1%

Employers responded that 93% of the positions are not subject to a union or collective bargaining unit.

Promotional Opportunities: Safety Director, Dispatcher, Mechanic, Division Manager, Route Supervisor and General Manager.

Truck Drivers, Light-Including Delivery and Route Workers

OES Code: 971050

Light Truck Drivers, including Delivery and Route Workers, drive vehicles with a capacity under 3 tons. They deliver or pick up merchandise and may load and unload trucks. Please do not include workers whose duties include sales.

Alternate Titles: Truck Driver, Courier, Driver, Furniture Delivery, Delivery Driver, Bob Tail Driver, Parts Runner, and Deliveryperson.

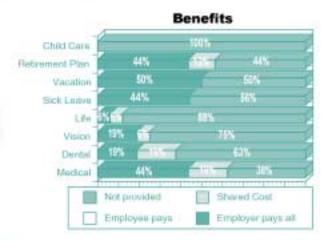
16 employers responded, representing 132 employees.



Sam Clinton, Gordon's Electric

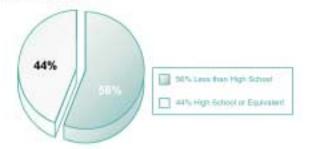
Wages and Benefits

WAGES	RANGE	MEDIAN
New Hires/No Experience	\$6.25 - \$7.00	\$7.00
New Hires/Experience	\$6.25 - \$12.00	\$7.75
3+ Years at Firm	\$7.50 - \$15.04	\$9.50



Employer Requirements

Education



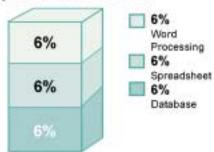
	Yes	No	Preferred
Work experience required	31%	50%	19%
Training accepted as a substitute	e 6%	44%	0%
Technical or vocational	31%	69%	0%

Truck Drivers, Light-Including Delivery and Route Workers

Very Important Skills

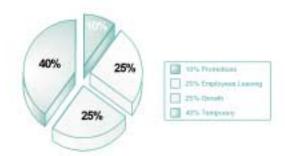
Ability to read invoices
Ability to load and unload freight
Ability to lift at least 75 lbs. Repeatedly
Ability to pass a pre-employment medical exam
Map reading skills
Knowledge of local streets
Record keeping skills

Computer Software Skills



Employment Trends

Source of Filled Vacancies



Where The Jobs Are

Trucking & Courier Services Furniture and Home Furnishings Stores Building Materials & Gardening Supplies

Projections for Tulare County

EDD Occupational Projections	1997-2004
New Jobs	110
Jobs Due to Separations	90
Projected Job Openings	200

The projected job growth rate is 12%, which is growing faster than the average growth rate of 9.8% for the county. 50% of the employers expect employment for this occupation to remain stable, and 50% of employers expect this occupation to grow—over the next 24 months.

Supply and Demand

How difficult it is to find qualified applicants.

Not Moderately Very

Experienced

Inexperienced

Size of Occupation

Very Large (920 - 1030)

Gender: 90% Male 10% Female

Employer Recruitme	ent Methods
Other	50%
Newpaper Ads	31%
Walk-In Applicants	31%

Other Information

	Hours Per Week	% of Positions
Full-time	48	64%
Part-time	20	23%
Temporary/On Call	17	2%
Seasonal	60	11%

Employers responded that 94% of the positions are not subject to a union or collective bargaining unit.

Promotional Opportunities: Dispatcher, Serviceperson, Supervisor and Service Technician.

The following is an alphabetical listing of occupations contained in this publication, along with a listing of schools, which offer training in that occupation.

LIST OF OCCUPATIONS TULARE COUNTY

Assemblers - 939560

- Reedley College
- Porterville College
- ABLE Industries
- Tulare Adult School

Automotive Mechanics - 853020

- Reedley College
- College of the Sequoias
- Porterville College

- Visalia Adult School
- Tulare Adult School
- TCOVE

Cashiers - 490230

- Visalia Adult School
- Tulare Adult School
- Porterville Adult School

Child Care Workers - 680380

- College of the Sequoias
- Visalia Adult School
- Tulare Adult School

- Porterville College
- TCOVE

Dairy Processing Equipment Operators - 929320

- College of the Sequoias
- Reedley College
- Porterville College
- TCOVE

Dairy Farm Workers - 410684999

- Reedley College
- College of the Sequoias
- TCOVE

Driver/Sales - 971170

No known schools with this occupation in Tulare County

First Line Supervisors- Helpers, Laborers - 810170

- Chapman University
- San Joaquin Valley College
- Porterville College

Freight, Stock and Material Movers - 987000999

- ABLE Industries
- College of the Sequoias
- Porterville Adult School

- Tulare Adult School
- Visalia Adult School
- Proteus Inc.

General Managers and Top Executives - 190050

- Chapman University
- Reedley College

Hand Packers and Packagers - 989020

- ABLE Industries
- Proteus Inc.

Instructional Aides - 315211

- Reedley College
- Porterville College
- Tulare Adult

Insurance Claim Clerks - 533110

- Visalia Adult School
- Golden State Business College
- Reedley College

- Proteus Inc.
- TCOVE

Packaging and Filling Machine Operators - 929740

Proteus Inc.

Painters, Paperhangers, Maintenance and Construction – 874020

- TCOVE
- College of the Sequoias
- Visalia Adult School

- ABLE Industries
- Porterville College

Registered Nurses - 325020

- College of the Sequoias
- San Joaquin Valley College

Sales Representatives - 490080

- College of the Sequoias
- Reedley College

Speech Pathologists - 323140

- College of the Sequoias
- TCOVE

Truck Drivers-Heavy - 971020

Trucker Institute Test Systems

Truck Drivers-Light - 971050

No known schools which train for this occupation in Tulare County

TABLE OF CONTENTS

Training Providers

ABLE Industries	51
Chapman University	51
College of the Sequoias	51
Golden State Business College	51
Porterville Adult School	52
Porterville College	52
Proteus Inc.	52
Reedley College	53
San Joaquin Valley Institute	53
(TCOVE) Tulare County Organization for Vocational Education	53
Trucker Institute Test Systems	54
Tulare Adult School	54
Visalia Adult School	54

LOCAL TRAINING PROVIDERS

The following is a list of training providers in Tulare County. Only training providers who responded to WIB's request for current program information have been listed here.

"The Employment Development Department (EDD) does not endorse the schools listed in the California Training and Education Provider (CTEP). Please note that training programs may change frequently and we recommend contacting the schools to verify the information listed in the profile."

ABLE Industries 8127 Ave 304 Visalia, CA 93291 (559) 651-8150

Training Programs:

- Assemblers
- Packaging and Filling Machine Operators
- Freight/Stockers

Chapman University 1821 West Meadow Lane Visalia, CA 93277 (559) 625-4436

Training Programs:

First Line Supervisor

College of the Sequoias 915 S. Mooney Visalia, CA 93277 (559) 730-3972

Training Programs:

- Industrial Maintenance Technology
- Certified Nursing Assistant
- Auto Mechanics
- Child Careworkers
- Dairy Processing

- Freight, Stocking and Material Moving
- Construction
- Registered Nurse
- Sales Representative

Golden State Business College 3356 S. Fairway Visalia, CA 93277 (559) 733-4040

Training Programs:

First Line Supervisors

Porterville Adult School 568 W. Olive Ave. (559) 782-7030 www.porterville.k12.ca.us/adult/

Training Programs:

- Automotive Mechanics
- First Line Supervisor
- Instructional Aides

Cashiers

Nursing

Porterville College 100 East College Ave. Porterville, CA 93257 (559) 791-2308 www.pc.cc.ca.us

Training Programs:

- Automotive Mechanics
- First Line Supervisors
- Instructional Aides
- Nursing

Proteus Inc. 1900 N. Dinuba Blvd. Visalia, CA 93291 (559) 735-3670

Training Programs:

- Freight, Stocking clerks
- Pack and Fill Operations
- Hand Packing

Reedley College 995 N. Reed Ave. Reedley, CA 93654 (559) 638-3641 www.rc.cc.ca.us

Training Program:

- Farmworkers/Animal
- Automotive Mechanics
- Sales Agents
- Salespersons-Parts
- San Joaquin Valley College 8400 W. Mineral King Visalia, CA 93291 (559) 651-2500 www.sivc.com

in-this relicionario partition

Training Programs:

- Business Administration
- Nursing
- First Line Supervisors and Managers
- TCOVE 4136 North Mooney Blvd. Tulare, CA. 93274 (559) 688-0571

Training Programs:

- Automotive Mechanics
- Instructional Aides
- Child Care
- Business Office
- Health

- Instructional Aides
- General Office Clerks
- Assemblers

- Construction
- Retail Sales
- Dairy Management
- Cashiers

Trucker Institute Test Systems P.O. Box 1725 Visalia, CA 93279 (559) 732-4318

Training Programs:

Truck Drivers- Heavy or Tractor Trailer

Tulare Adult School 575 Maple St. Tulare, Ca 93292 (559) 686-0225 www.tulare.k12.ca.us

Training Program:

- Assemblers
- Auto Mechanics
- Child Care
- Instructional Aides
- Cashiers

Visalia Adult School 3110 W. Houston Avenue Visalia CA. 93292 www.visalia.k12.ca.us

Training Programs:

- Auto Mechanics
- Building Trades
- Insurance Claims Clerk
- Childcare
- Nursing (Limited to LVN)
- Freight, Stocking clerks





Please return completed questionnaire to:

Tulare County Workforce Investment Board, Inc. - Warren 4025 West Noble STE A Phone (559) 713-5234 Visalia, CA 93277 Fax (559) 713-5264

ALL RESPONSES ARE KEPT STRICTLY CONFIDENTIAL

Whom should we contact with any further questions?

						Name: Position			
						Phone:		Fax:	
0	ecupation: 939560 ASSEME	BLERS				7.0000			
As co eq inc	ssemblers and Fabricators (ex- implete units or subassemblies uipment in order to carry out clude electrical, electronic, ma- serations, such as riveting, wel-	cept Machin at a bench, fitting and a chine and p ding, solder	conveyor assembly of precision as ring, machi	line, or on perations. I semblers, a ning, or sa	the floor. Please inc and works wing.	Their work r lude assemblers who perfe	nay involve lers whose orm special	e the use of hand tools, p duties are of a nonprecis lized operations exclusive	sower tools and special sion nature. Please do not ely as a part of assembly
	pes your firm employ any inc If yes, please complet If no, please return the your firm has multiple location	e this surve	y for the oc naire to the	cupation d above add	escribed. Iress.			we? Yes [No
1.	What job title(s) does your for these duties?	firm use	Job Title	r(s):					
2	a. How many employees do	es your firm	n currently	have in the	s occupa	tion?		Number of Em	playees:
	b. In this occupation, how	many are:				Number o	f Males:	Number of Fen	nales:
	c. In this occupation, how	many curre	nt employe	es are ther	e and on	average how	many week	kly hours do they work?	
	Regular, Full Time:	Numbe	r of Emplo	yees:		Aven	ige Weekly	Hours Worked:	
	Regular, Part Time:	Numbe	r of Emplo	yees:		Avera	ige Weekly	Hours Worked:	
	Temporary/On Call:	Numbe	r of Emplo	yees:		Aver	zge Weekly	Hours Worked:	
1	Seasonal:	Numbe	r of Emplo	yees:		Aver	ige Weekly	Hours Worked:	
3.	In your firm, what shifts ar (check all that apply)	e available	for this oc	cupation?		□ Day □ Other:	□ Sw. Please s		
4.	Has your firm hired in this	occupatio	n within th	e last 12 m	ouths?		□ Yes	□ No	
	If yes, how many were hir	ed to fill: v	acancies re	esulting fro	m promo	tions within	your firm?	8	
			vacancies :	resulting fr	om peopl	e in permane	nt position	s leaving your firm?	
Ţ		- 3	new perma	ment positi	ons resul	ting from gro	wth?		
T			temporary	, on call, or	seasona	positions?			
5.	a. During the last 12 month occupation: (Check one)	ns, did your	firm's emp	ployment in	this.	□ Deci	line	☐ Remain Stable	□ Grow
	b. Over the next 24 months in this occupation to: (Ch		pect your f	îrm's emp	loyment	□ Deci	line	☐ Remain Stable	☐ Grow
6.	When you hire applicants this occupation required? If yes or preferred, how mrequired/preferred?		0200 1000000			10000000	□ No	☐ Not required, but pro (months) Please specify below:	eferred
	Is experience in other occu	pations acco	epted?			Оссира	tion:		(months)
7.	If prior experience is require qualified applicants. (Circle		u hire appl	icants for	this occu	pation, ples	sse indicate	e how difficult it is for yo	our firm to find fully
	Not Difficult	1	2	3	4	Difficu	dt		
8.	If prior experience is <u>not</u> re qualified applicants. (Circle		n you hire	applicants	for this o	ecupation,	please indi	icate how difficult it is fo	or your firm to find
	Not Difficult	1	2	3	4	Difficu	dt		

Does your firm accept training as a substitute for e many months of training can generally be substitute.		overgraus.	i II yes, non			(months)	
 Is technical or vocational training required prior to this occupation? If yes or preferred, what kind 		□ Yes	□ No	□ No	t required,	but prefer	red
required?			(months	,			
1. What is the minimum level of education your firm	requires when hi	iring an ap	plicant in this	occupation?	Check one).	
☐ Less than high school diploma	a D High scho	ool diplom	a or equivale	nt 🛮 Assoc	tate Degre	e (2 year)	
☐ Bachelor Degree (4 year)	☐ Graduat	e Study	76		- 50	88 6	
What is the usual income earned by your firm's en occupation at the following levels of skills and ex-				ompensation, p			age overall
	Base Wage or S	alary	Other Com	pensation	Type of	Compenso	itlon
New hires, no experience (trained or untrained):	5		5		D 0	ommission	
New hires who are experienced:	s		5		D 7	ips	
Experienced employees after 3 years with your firm:			s				
보다 보다 보고 있는 것이 없는 것이 없는 것이 없는 것이 없는 것이 되었다. 그는 것이 없는 것이 	8	2.70	20000	72.43.11P	1700	OPHUS	
(Please check one)	□ Hour □ W	eek	□ Hour	□ Week	D P	iece Rate	
	□ Month □ Y	ear	□ Month	□ Year	D O Specify	ther	
 Are the wages for employees in this occupation s agreement? If yes, what is the name of the union 			ning or union		□ Yes	ΔN	lo
 Please check which benefits your firm offers full-ti pays for them: 	ime (FT) and part	-time (PT) employees i	this occupati	on and whi	ch best des	cribes who
Emplo	ver Pays All	Share	Cost	Employee Pa	vs All	Not Pro	wided
FT	PT	FT	PT	FT	PT	FT	PT
ledical Insurance ental Insurance	0		0	0	0		
ental Insurance Iston Insurance	0				_ _		
fe Insurance	0		0	<u>_</u>	<u>_</u>		
ck Leave	0				<u>_</u>		
acation D	<i>D</i>		D				D
etirement Plan							
hild Care 🛮 🗖							
ther (Please Specify):							
5. a. Does your firm ever promote employees in this			C.1935550	☐ Yes	□ No		
If yes, what are the titles of the position	T	nay be pro	moted?			-	
 b. What skills are important for career advancement 	ent?						
What computer software skills, if any, does your fire	rm seek in applica	ents for the	is occupation	? (Please chec	k all that a	oply)	
Specify software names: None Word Processing Spreadsheet	□ Databa	ise	□ Deski	op Publishing	□Oth	er:	
7. What other new skills are needed to perform the d	uties of this occup	ation?					
8. When your firm hires employees for this occupation	on, which are the	top three	most successi	ful recruitment	methods?		
☐ In-house promotions or transfers	□ Newspa	per ads		L	7 Interne	1	
□ EDD		applicant		L	J College	s/Universi	ties
□ School/program referrals		hall refern	als	L		ee referra	
□ Private employment agencies	□ Trade j	ournals		L	7 Other	Please spe	cify):
Are you aware of any new, changing, or emerging occupations in your industry? Please specify:	□Ye	5	□No				
Vould you like to receive a complimentary copy of the	survey results for	this occur	ation?		1	TYes	ΠNo

ASSEMBLERS AND FABRICATORS, EXCEPT MACHINE

Your response to this question will help improve training programs for this occupation.

OES CODE: 939560

Please rate each of the following qualifications, on a scale of 0 to 3, as to their level of importance for job entry. (Please circle	as to their leve	l of importance fo	or job entry. (P	lease circle)
TECHNICAL:	NOT IN	NOT IMPORTANT	VERY IMPORTAN	PORTANT
Ability to perform assembly work	0	-	2	3

	TECHNICAL:	MI TON	NOT IMPORTANT	VERY	VERY IMPORTAN
100	Ability to perform assembly work	0	_	2	м
101	Ability to use and read a tape measure	0	-	2	3
102	Ability to read blueprints	0	-	7	3
103	Ability to do arithmetic using fractions and decimals	0	_	2	3
104	Ability to read working drawings	0	-	2	6
105	Ability to use hand tools	0	-	7	e
106	Ability to operate power tools	0	-	2	ю
107	Soldering skills	0	-	2	3
	PHYSICAL:				
108	Ability to stand continuously for 2 or more hours	0	-	2	٣
109	Good eye-hand coordination	0	_	2	3
110	Manual dexterity	0	_	2	3
Ξ	Possession of good color perception	0	-	2	3
112	Ability to lift at least 50 lbs, repeatedly	0	-	7	3
	PERSONAL OR OTHER:				
113	Willingness to work with close supervision	0	-	2	60
114	Ability to perform routine, repetitive work	0	-	2	m
115	Ability to work independently	0	-	2	3
116	Possession of mechanical aptitude	0	-	2	3
	BASIC:				
117	Basic math skills	0	-	2	ę
118	Ability to read and follow instructions	0	-	И	3
119	Ability to write legibly	0	-	2	3
120	Ability to follow oral instructions	0	1	2	3

ASSIMILERS AND PARRICATORS, EXCEPT MACHINE